



# ESG Data Summary

## Disclosures for 2022-2024



American States  
Water Company

	2024	2023	2022
<b>ACTIVITY METRICS</b>			
<b>Number of water customers served</b>			
Residential and commercial	255,363	254,976	254,171
Industrial	310	316	317
Fire service and other	8,884	8,801	8,777
<b>Total water sourced, percentage by source type</b>			
Purchased	41.2%	43.5%	45.7%
Pumped	55.5%	52.6%	50.9%
Surface	3.3%	3.9%	3.4%
<b>Total water delivered to customers</b> <i>in millions of gallons</i>			
Residential and commercial	34,158	32,935	35,362
Industrial	303	293	300
Fire service and other	4,111	3,685	4,402
<b>Length of water mains (kilometers)</b>	<b>4,638</b>	<b>4,632</b>	<b>4,609</b>
<b>Length of water mains (miles)</b>	<b>2,882</b>	<b>2,878</b>	<b>2,864</b>
<b>NON-REVENUE WATER LOSS<sup>1,2</sup></b>			
Percentage		8.0%	7.2%
Volume (thousand gallons)		3,245,932	3,111,124
Volume (in thousand cubic meters: m <sup>3</sup> )		12,287	11,777
<b>WATER AFFORDABILITY</b>			
<b>Average Retail Water Rate<sup>3</sup></b> <i>per 100 cubic feet of water</i>			
Residential Customers	\$8.193	\$8.130	\$7.286
Commercial Customers	\$7.890	\$7.743	\$6.972
Industrial Customers	\$7.942	\$7.322	\$7.026
<b>Number of residential customer water disconnections for non-payment</b>			
	9,433	14,011	13,351
Percentage reconnected within 30 days	79.3%	73.5%	68.6%
<b>Percentage of water utility revenue from rate structures designed to promote conservation and revenue resilience<sup>4</sup></b>			
	99%	99%	99%

<sup>1</sup> “Non-Revenue” water represents the sum of specific types of water loss, including water leakage/loss, theft, meter inaccuracies, and water used in operations.

<sup>2</sup> 2024 data is not yet available.

<sup>3</sup> The 2023 Average Retail Water Rates were adjusted to exclude: (i) retroactive rates recorded in 2023 for the full year of 2022, and (ii) the reversal of estimated revenues subject to refund that were recorded in 2022, both items were recorded in 2023 resulting from the CPUC’s delay in issuing final decisions.

The 2022 Average Retail Water Rates were adjusted to: i) include retroactive rates recorded in 2023 for the full year of 2022 and ii) exclude the change in estimated revenues subject to refund recorded in 2022.

<sup>4</sup> Excludes private fire customers.

	2024	2023	2022
<b>WATER COMPLIANCE</b>			
<b>Number of incidents of non-compliance associated with water effluent quality permits, standards, and regulations</b>	0	0	0
<b>Number of incidents of non-compliance associated with drinking water quality standards and regulations<sup>1</sup></b>			
Tier 1 (acute health-based)	0	0	0
Tier 2 (non-acute health-based)	1	4	4
Tier 3 (non-health-based) Monitoring & Reporting	0	1	4

<sup>1</sup> Two systems are currently out of compliance with a primary drinking water standard and issue quarterly public notices about their violations. Both systems have been out of compliance for many years and were only recently acquired by Golden State Water in coordination with State regulatory agencies and programs that are focused on consolidating underperforming systems with larger water providers. Golden State Water is working with state agencies and others to fund and build the infrastructure needed to bring the systems into compliance and provide the communities with safe and reliable water service.



	BASE YEAR 2020	2022	2023	2024	UNITS
<b>GREENHOUSE GAS (GHG) EMISSIONS</b>					
Total Scope 1 — Direct Emissions	2,585	2,604	2,608	<b>2,592</b>	tCO <sub>2</sub> e
Total Scope 2 — Indirect Emissions (Location-based) <sup>1</sup>	15,138	14,865	13,425	<b>12,938</b>	tCO <sub>2</sub> e
Total Scope 2 — Indirect Emissions (Market-based) <sup>2</sup>	14,876	12,466	7,495	<b>7,968</b>	tCO <sub>2</sub> e
<b>Total Emissions (Scope 1 + 2)</b>					
Total (Location-based)	17,724	17,469	16,032	<b>15,531</b>	tCO <sub>2</sub> e
Total (Market-based)	17,462	15,070	10,103	<b>10,560</b>	tCO <sub>2</sub> e
<b>Scope 3 Emissions<sup>3</sup></b>					
Total Grid Electricity Consumption	66,924	63,818	59,497	<b>65,326</b>	MWh
Water Supply Intensity (Market-based) <sup>4</sup>	0.000279	0.000262	0.000187	<b>0.000187</b>	tCO <sub>2</sub> e/ccf

Scope 1, or Direct Emissions, refers to emissions created primarily through our vehicle fleet. Scope 2, or Indirect Emissions, refers to emissions primarily generated from the consumption of grid electricity. Scope 3 emissions are the result of activities from assets not owned or controlled by our company, but that indirectly affect our value chain.

<sup>1</sup> Location-based emissions are calculated using location specific (i.e. state average) electricity grid intensity factors

<sup>2</sup> Market-based emissions are calculated using electrical utility specific intensity factors

<sup>3</sup> Included are the following categories: 1 - Purchased goods and services, 2 - Capital goods, 3 - Fuel- and energy-related activities (not included in Scope 1 and 2), 5 - Waste generated in operations, 6 - Business travel, 7 - Employee commuting, and 15 - Investments

<sup>4</sup> Water Supply Intensity is the amount of GHG emissions generated per ccf of water supplied. This does not factor in water loss as water loss can be dependent on a number of factors outside of the company's control.

SCOPE 3 GHG EMISSIONS	2024
<b>EMISSION SOURCE</b>	
Category 1: Purchased Goods & Services	<b>112,563</b>
Category 2: Capital Goods	<b>550</b>
Category 3: Fuel- and Energy-Related Activities (not included in scope 1 or 2)	<b>38,196</b>
Category 5: Waste Generated in Operations	<b>108</b>
Category 6: Business Travel	<b>38</b>
Category 7: Employee Commuting	<b>1,038</b>
Category 15: Investments	<b>452</b>

EMISSIONS METRIC TONS CO <sub>2</sub> e ROUNDED	2020 BASE YEAR ACTUALS	2024 PERFORMANCE
<b>GOAL</b>		
<b>Reduce Market-based Scope 1 and 2 greenhouse gas (GHG) emissions by 60% by 2035 from a 2020 baseline</b>	17,462	10,560
Reduction		39.5%

	2024	2023	2022
<b>ELECTRICITY</b>			
<b>Electricity Purchases by GSWC (Total MWh)</b>	65,326	59,497	63,819
<b>GHG Emissions Intensity (LBS CO2E/MWh)</b>	269	278	431
<b>Weighted Average</b>			
<b>Eligible Renewables</b>			
MWh	40,341	37,189	26,276
Megajoules	140,014,497	133,879,202	92,593,840
Percentage	61.8%	62.5%	41.2%
<b>Non-Renewable Sources</b>			
MWh	24,985	22,308	37,542
Megajoules	95,158,017	80,309,770	135,152,821
Percentage	38.2%	37.5%	58.8%
<b>ENERGY USAGE</b>			
<b>Gasoline</b>			
Gallons	260,394	278,135	281,030
Megajoules	34,345,907	36,686,016	37,067,869
<b>Diesel</b>			
Gallons	4,345	3,552	4,092
Megajoules	635,628	519,601	598,730
<b>Natural Gas</b>			
Therms	6,639	8,668	6,771
Megajoules	700,409	914,442	714,341
<b>Total Renewable</b>			
Megajoules	140,014,497	133,879,202	94,593,840
Percentage	51.7%	53.1%	35.3%
<b>Total Non-Renewable<sup>1</sup></b>			
Megajoules	130,839,961	118,429,829	173,533,760
Percentage	48.3%	46.9%	64.7%
<b>Total Energy Megajoules</b>	270,854,457	252,309,031	268,127,600

Therm = 105.5 Megajoules / kWh= 3.6 Megajoules / Gal of Gasoline= 131.9 Megajoules / Gal of Diesel = 146.3 Megajoules

<sup>1</sup> Includes gasoline, diesel and natural gas

	TOTAL COMPANY	SUPERVISORS	MANAGERS & DIRECTORS	OFFICERS
<b>2024 WORKFORCE DEMOGRAPHICS</b>				
White	45.7%	52.4%	58.3%	72.7%
Black	7.8%	4.9%	6.7%	0.0%
Hispanic	30.6%	25.2%	3.3%	9.1%
Asian	9.9%	14.6%	26.7%	18.2%
Native Hawaiian/Pacific Islander	1.1%	0.0%	3.3%	0.0%
American Indian	1.3%	1.0%	1.7%	0.0%
2+ Races	3.5%	1.9%	0.0%	0.0%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
<b>AGE OF WORKFORCE</b>				
	<b>2024</b>			
Under 20	4			
20s	111			
30s	209			
40s	197			
50s	200			
60s	119			
70s	6			
<b>Total</b>	<b>846</b>			



## 2024 EEO-1 WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	HISPANIC OR LATINO		NON-HISPANIC OR LATINO												Overall Totals
			MALE						FEMALE						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	
Executive/Sr. Level Officials & Managers	0	1	7*	0	1	0	0	0	1	0	1	0	0	0	11*
First/Mid-Level Officials & Managers	22	5	70	6	19	1	3	1	20	2	13	1	0	0	163
Professionals	16	18	26	4	14	0	0	1	28	7	9	3	1	2	129
Technicians	14	8	19	3	7	0	0	1	9	1	3	0	0	2	67
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	8	44	2	2	5	0	0	1	34	8	7	0	0	4	115
Craft Workers	96	1	105	14	6	3	5	14	0	1	0	0	0	1	246
Operatives	21	0	57	18	1	1	1	3	3	0	0	0	0	0	105
Laborers & Helpers	4	0	4	1	0	0	1	0	0	0	0	0	0	0	10
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>181</b>	<b>77</b>	<b>291</b>	<b>48</b>	<b>53</b>	<b>5</b>	<b>10</b>	<b>21</b>	<b>95</b>	<b>19</b>	<b>33</b>	<b>4</b>	<b>1</b>	<b>9</b>	<b>847</b>
Previous Report Total	175	72	273	46	47	5	11	22	91	19	33	4	0	7	805

\* The EEO report lists 12 officers and 8 white males due to one officer duplicated for two legal entities under the company.

	2024	2023	2022
<b>HIRING AND TURNOVER</b>			
Total number of new employee hires	166	130	134
Percentage of open positions filled by internal candidates (internal hire)	24	34	38
Total employee turnover rate <sup>1</sup>	16.2%	15.5%	16.3%
Voluntary employee turnover rate <sup>1</sup>	11.5%	12.3%	12.7%
<b>OCCUPATIONAL HEALTH AND SAFETY</b>			
Average number of employees	825	812	804
Cases with days away from work	11	9	13
Cases with job transfer/restriction	17	5	8
Number of other recordable cases	4	6	6
Days away from work	628	734	1,028
Days of job transfer/restriction	652	235	287
Injuries	28	19	26
Work-related fatalities	0	0	0

<sup>1</sup>Retirements are included in the total employee turnover rate but excluded in the voluntary employee turnover rate.

IF YOU HAVE FEEDBACK  
OR QUESTIONS ABOUT THE  
ESG DATA SUMMARY,  
PLEASE CONTACT:

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